

Health & Safety Policy Statement

It is the policy of FiveRivers Environmental Contracting Ltd (known as 5R) to meet its moral and statutory obligations towards Health and Safety by applying all aspects of the Health and Safety at Work (Etc.) Act 1974, The Management of Health & Safety Regulations 1999 and other related legislation to its working practices to create a healthy and safe environment for employees, customers, the general public and animals.

5R is committed to the development of a positive safety culture whereby Directors and Managers effectively propagate and communicate the philosophy behind this policy. The Directors regard Health and Safety as a management issue of an importance and priority at least equal with those of quality, productivity, and efficiency. The aim is to ensure that all 5R staff, visitors, or sub-contractors whilst on 5R or customer premises conduct themselves in a manner in accordance with the 5R Policy.

To achieve these objectives, 5R will:

- Provide and maintain safe places of work and a safe and healthy working environment for all employees in accordance with the requirements of current legislation and Approved Codes of Practice;
- Establish local safety policies and procedures and devise and maintain methods and systems of work that ensure, so far as is reasonably practicable, the safety and health at work of all employees and, to the extent required by laws, of others who carry out work under control of or in the name of 5R;
- Provide adequate information, instruction, training, and supervision, so that employees are made fully aware of the risks inherent in their work and are able through the understanding and implementation of good work practices to control those risks to an acceptable and appropriate level;
- Use materials, substances and equipment that are either inherently safe or that, subject to appropriate safeguards and procedures and with an effective regime of control and maintenance, can continue to be used in a manner which does not place at undue risk the health or safety of those involved;
- Devise appropriate methods of work and provide suitable protective clothing and other safety equipment to ensure that, where identifiable hazards are unavoidable, work can be carried out in safety and without risks to health;
- Maintain a certified Integrated Management System incorporating BS ISO 45001:2018.
- Allocate sufficient resources as part of the budgetary process to ensure that this policy, and any associated safety policies and

procedures, can be implemented effectively across all work under control of 5R; and

- Set clear objectives and targets, monitor performance in safety matters and review, from time to time through the audit process, the effectiveness of this policy and the arrangements for its implementation.

5R will ensure that;

- All employees and contractors will be informed of where to find this policy during the induction process.
- This policy is easily accessible by all members of the organisation.
- Employees are informed when a particular activity aligns with this policy.
- Employees are empowered to actively contribute and provide feedback to this policy.
- Employees are notified of all changes to this policy.

General H&S Rules for all employees, contractors and visitors across all company worksites including project sites, offices and remote locations.

- PPE (hard hats, gloves, safety glasses, high-visibility clothing, ear defenders and respiratory protection) should be worn whenever required.
- No headphones, earbuds, or personal audio devices on active worksites unless specifically approved for safety reasons.
- Emergency exits, first aid kits, and fire extinguishers should always be clearly marked and easy to access.
- Only trained personnel should use tools, equipment, and machinery, and everything should be properly maintained.
- Work areas need to stay clean and free of hazards like spills, debris, or unsecured materials.
- No vaping or smoking except in designated smoking areas

Failure to follow safety policies could lead to disciplinary actions, including warnings, suspension, or termination. Repeated or intentional safety violations will be documented and handled appropriately.

Reviews of this Health & Safety Policy will be made annually, no later than twelve months after the date on this policy.



Martin Whitfield
Managing Director
FiveRivers Environmental Contracting
Ltd
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